

Commonwealth Communiqué

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Governor Patton discusses July 16 master agreement with GEAC

Dear Fellow Employees:

Communication is an essential element of any successful enterprise and communication between government managers and government employees is no exception.

This publication is one of the many vehicles we on the management side of government use to let our employees know what we are doing that affects them in the workplace and why we are doing it. What is lacking is an effective mechanism for our employees to communicate in a representative way with us.

Yes, there are some employees who have personal access to top-level managers, even to me, and they do inform us of issues of concern to some employees, at least from their individual perspective. But such individual opinions about conditions in the workplace are not necessarily representative of the majority of employees, especially those on the frontlines of the workforce who serve far removed from Frankfort.

As a private employer, I recognized that getting unbiased feedback from my employees was difficult and, in fact, impossible absent some formal process whereby employees could communicate with me through a mechanism developed by them, not dictated by me. That is why, when my employees felt they needed an employee-selected employee representative (a labor union), I recognized that union as the official spokesperson of my employees. I carried that same philosophy with me into the Pike County Judge-Executive's office and into the governorship.

I have not advocated that state employees have a labor union. It is not my right or responsibility to decide if they want a labor union to represent them. What I have advocated is the right of the employees to make that decision if, in fact, that is their desire.

Kentucky state employees have already been granted, through the state merit system, many of the job protections that are ordinarily secured by labor unions. What they have not been provided is a

mechanism to speak to and negotiate with their employer about the terms and conditions of their employment.

I have advocated that the legislature permanently grant to our employees the right to make that decision if that is what they want. The General Assembly has not given that right to our employees.

Sensing that at least some of our employees do want an improved mechanism of their own choosing to communicate with their employer, I announced in May of 2001 that I would recognize popularly elected organizations as the exclusive bargaining agents for nine different groups of state employees. According to the terms of the Executive Order, I agreed that each group of employees which elected to be represented by a union would have a seat on the Governor's Employee Advisory Council with which I would negotiate the terms and conditions of employment over which the Governor has control.

To date, seven elections have been held, six of the groups choosing a particular union to represent them. Those six groups are members of the Governor's Employee Advisory Council.

On July 16, I signed a master agreement with the Governor's Employee Advisory Council. Discussions with specific units will begin in the near future.

I realize that it is late in my administration and we will not be able to address issues which would require legislative action. I hope we have established a mechanism which the next governor can use to ensure that our employees have the ability to communicate the collective desire of all the employees in a particular unit.

No system of two-way communication is perfect, but one in which all the employees have the right to select the people who speak for them is superior to one where the employer determines who he will listen to as spokesperson for the employees. That is what I have attempted to establish with the limited authority which the governor has. I hope it survives into the next administration.

Paul E. Patton,

Governor

(NOTE: A photo of the signing is on the full page.)

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Gov. Patton issues new Executive Order on Equal Opportunity

By Singer Buchanan, Jr., Deputy Secretary, Personnel Cabinet; Acting State EEO Coordinator

Gov. Paul Patton has issued a new Executive Order, 2003-533, expanding the number of protected classes for Kentucky state government.

A protected class is a group of people who have a collective history of being discriminated against at a level that merits protection by law. Previously, the protected classes were race, color, national origin, disability, religion, sex and age. The new protected classes are sexual orientation, gender identity, ancestry, and veteran status.

In issuing the Executive Order, Gov. Patton said:

“I firmly believe it is essential to the effective operation of state government that all employees of the state and applicants for employment be treated fairly and equitably. Equal employment opportunity for all persons should be an integral part of our state government employment system and should afford each individual fair treatment. This order simply reiterates the philosophy of this administration and establishes as state policy the principal that people should be judged by their qualifications and conduct in the workplace and not by their status.”

The Personnel Cabinet’s State EEO Office has already incorporated these additions into the training curriculum for employees.

For the full text of the Executive Order, go to go

<http://gov.state.ky.us/pressreleases/2003/exordermay29.htm>.

Affirmative Action in Kentucky state government

By Singer Buchanan, Jr., Deputy Secretary, Personnel Cabinet; Acting State EEO

Coordinator

Citizens of Kentucky, like most Americans, have recently heard or read about the U. S. Supreme Court ruling on affirmative action. Many may be asking, “What does this mean for Kentucky?”

It means we will continue to practice the same principles that have led to the state meeting its goal for minority employment for the past four years.

We have seen increases in the number of females employed as well. Persons with disabilities are seeing progress as more and more supervisors and managers are being prepared and trained to make accommodations in the workplace. The increased efforts toward training for supervisors, managers and administrators have had a positive effect on the mindset of those charged with making hiring decisions.

Affirmative action in Kentucky state government is much more than tracking numbers. The Personnel Cabinet has a full time recruiter, Bruce Trent, who makes contact with every college and university to attract the best and brightest students, many of whom are minorities.

The Cabinet also has a job bank for external and internal applicants. Jamille Smith, the job bank coordinator, monitors advertised vacancies and recommends candidates to state agencies for consideration.

The Co-op/Intern Program, headed by Margaret Daniel, is also paying big dividends by allowing agencies an opportunity to see, first hand, the talents of our diverse, younger population.

Proactive recruitment of the best and brightest, referrals for vacancies, and training of those who can make hiring decisions, have been vital to the success of affirmative action in Kentucky.

Yes, we still have areas where disparities exist, but with the commitment of all employees, this too will soon come to an end.

(NOTE: Photos of Personnel Cabinet Deputy Secretary Singer Buchanan and General Counsel Dan Egbers addressing the Personnel Board is on the full page.)

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KEAP Informed: When someone you love drinks too much

By Mary Jane Cowherd, Kentucky Employee Assistance Program, KEAP

Living with someone who drinks too much can result in many different emotions.

You may experience embarrassment because of your loved one's behavior while under the influence. You may experience anger because your loved one can't seem to see the problems the drinking is causing. You may experience a sense of defeat because everything you try to do to get your loved one to stop drinking doesn't work. And you may experience resentment of the drinking because alcohol seems to be more important to your loved one than you are.

So what is a person to do?

First, it is important to believe that it is not your fault. Unless you are pouring alcohol down someone's throat you are not responsible for that person's drinking, or for the results of his or her drinking. The addicted person is masterful at projecting blame on others, and after awhile you begin to believe you are to blame.

Second, you must learn how to let the person experience the consequences of his or her drinking. Failure to do this makes you an enabler.

Usually, enabling takes place for all the right reasons. In the short term it solves an immediate problem, but in the long term it teaches the addicted person that someone else will take care of things. A good example of enabling is calling the office to say the addicted person has a virus, and won't be coming to work, when the person is really experiencing a hangover.

Third, you must become informed about alcohol abuse and alcoholism. Information is plentiful. Your local public library has books, and the Kentucky Department of Libraries and Archives has books and videos. Alanon is also a good source of information and support.

Confidential information is also available from KEAP, the Kentucky Employee Assistance Program, at 1-800-445-5327 or 502-564-5788.

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Renew your Licensed Practical Nurse license online

Submitted by Darlene Chilton, Kentucky Board of Nursing

The Kentucky Board of Nursing has launched a new Web-based license renewal program. You may now complete the renewal of your LPN license online from the KBN Web site at <http://kbn.ky.gov>. You will need your license number, your social security number, date of birth, and a MasterCard or Visa credit card to complete the renewal application.

LPN renewal application forms were mailed beginning July 3. If you renew online, you do not have to return the paper renewal application to KBN.

Renewing online has several advantages over mailing the paper renewal application:

- 1) The renewal of your license will be completed more quickly.
- 2) You should receive your license card within two weeks rather than six.
- 3) You can complete the online renewal application from 8 a.m. Monday through 9 p.m. Saturday [regular system maintenance is performed from 9 p.m. Saturday through 8 a.m. Monday].
- 4) You receive confirmation that KBN has received your renewal application and fee (print the confirmation for your records).
- 5) You may change your address when renewing online, assuring that your new license card will go to your new address.

For more information

More information regarding the LPN License Renewal System is available at http://kbn.ky.gov/renewal_2003.htm.

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Notice to Employees: changes in federal income tax withholding

Submitted by Bonnie Lee, Kentucky Revenue Cabinet

- New withholding tables may reduce the amount of income tax withheld from your wages.
- The reductions in tax withholding are due to the reduction in the current 27% and higher tax brackets and widening of the 10% tax bracket.
- The new tables, prescribed by the Department of the Treasury, reflect a change resulting from the Jobs and Growth Tax Relief Reconciliation Act of 2003.
- If you do not want to have your withholding reduced, you may want to file a new Form W-4, Employee's Withholding Allowance Certificate, with your employer. You may claim fewer withholding allowances on line 5 or request additional amounts to be withheld on line 6. For additional help, get IRS Publication 919, How Do I Adjust My Tax Withholding? or visit the IRS Web site at www.irs.gov and use the "Withholding Calculator."

NOTE: The points above were included in a notice sent recently by the Internal Revenue Service. The Kentucky Revenue Cabinet prepared the following questions and answers from general information. Please contact the Internal Revenue Service or your tax preparer for answers to more specific questions.

Why is my paycheck larger?

State Employees may be getting more money in their paychecks thanks to the Jobs and Growth Tax Relief Reconciliation Act of 2003. New federal withholding tables incorporate the lower tax rates for employers to use when figuring the federal income tax to withhold from their employees' wages.

When I file my tax return, will I owe additional taxes?

The tax rate changes are retroactive to the beginning of 2003. You may owe a lesser amount or receive a larger refund, because, withholding for the first half of the year was at the higher rates required under the prior law.

What are the changes that affect federal withholding?

The new law extended the 10 percent rate to cover the first \$7,000 of taxable income for single persons, \$14,000 for married couples. It also lowered the tax rates above 15 percent to 25, 28, 33 and 35 percent. This is a drop of two percentage points for each rate except the top one, which went down 3.6 points.

The new law also raised the standard deduction for married couples to \$9,500 and extended their 15 percent tax rate to \$56,800 of taxable income. The new standard deduction and tax rate bracket are double the amounts for single taxpayers. These changes reduce the “marriage penalty” – the difference between the tax couples pay and the amount they would have paid as two single persons.

What if I do not want my withholding reduced?

To change your withholding you must file a new Form W-4, Employee’s Withholding Allowance Certificate, with your employer. You may adjust your withholding to bring the tax paid closer to the tax owed, but you may not claim more allowances than you are entitled to, based on your expected exemptions, deductions and credits. You may want to see how much the withholding drops before making adjustments.

Are my Kentucky taxes changed?

No, Kentucky withholding tables will remain the same.

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State employees reduce energy costs

By Julie Smither, Kentucky Division of Energy, NREPC

State employees are turning off their computer monitors, reducing unnecessary lighting, checking office refrigerators – and doing what they can to reduce energy use in state government.

This new attention to how we use – and waste! – energy is the result of the current budget crisis and a recent Governor's Executive Order. All state agencies are directed to cut their energy use to achieve a government-wide savings of 10 percent on total utility costs.

In January, the Finance and Administration Cabinet and the Division of Energy met with energy coordinators from each cabinet of state government to discuss all the ways energy costs could be reduced. Each cabinet then inventoried its facilities, looking at space heaters, computer monitors, refrigerators, lamps, etc., and developed a plan to meet the 10 percent goal.

Although the plans varied among cabinets, all cabinets concluded they could save substantial energy by better managing their lighting needs. This included turning off lights at the end of the day and other times when they are not needed, to removing bulbs from unnecessary lights.

Other measures included reducing air infiltration by tightening doors and windows, resetting thermostats at the end of each day and turning off computer monitors and other energy-consuming items when not in use.

Some cabinets committed to working with custodial staff to change their schedules, so less time is needed when lights are on solely to accommodate custodians. One building is now saving \$27,000 annually by turning off the lights at night and on weekends. Removing the lights from soft drink vending machines is saving between \$48-60 a year for each machine.

All cabinets have implemented their energy-reduction plans, and savings are being realized. If the 10 percent savings in state government is attained, state government will save taxpayers more than \$10 million annually.

The amount saved will be even greater if all state employees are committed to doing everything

they can to use energy in their workplaces more efficiently. Not only will we save taxpayers dollars, but we will be doing the right thing. By reducing the amount of energy we use, we reduce pollution from power plants and fossil fuel extraction.

For more information

For more information on what you can do to save energy, visit the Kentucky Division of Energy Web site at www.energy.ky.gov/officetips.html.

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State Library research databases: make your connection

By Nancy Houseal, Kentucky Department for Libraries and Archives

Are you doing research for a new project? Do you need a list of vendors in a particular region of the state? Are you missing important statistics needed to justify an expansion of services? DON'T PANIC! The State Library can help you with access to online databases to help meet your research needs.

The State Library offers these electronic resources for online research from your office or home computer to state government employees:

- **InfoTrac** provides access to news and periodical articles on a wide range of topics, including computers, current events, economics, education, environmental issues, humanities, law, literature and art, politics, science, social science, sports, and technology. Special coverage is also provided for business and medical/health topics.
- **UMI Proquest** helps locate articles and tables of contents from newspapers, periodicals and academic journals, including the "New York Times," "Washington Post," "Wall Street Journal," and over 7,000 other journals and newspapers.
- **Newsbank** offers full-text of nearly 200 newspapers nationwide, covering a wide range of topics including current events, politics and government, cultural activities, business and industry, education, and people. This includes access to Louisville's "Courier Journal" and the Lexington "Herald Leader."
- **ReferenceUSA** database directory contains detailed information on U. S. and Canadian businesses; U. S. and Canadian residents; and U. S. health care providers. This information is useful for direct marketing, market research, sales planning, and customer analysis.
- **Oxford Reference** database provides 100 language and subject dictionaries and reference works in a single cross-searchable resource.
- **Kentucky Virtual Library (KYVL)** provides access to over 40 databases, including Grolier's Encyclopedia Americana, EBSCO's Academic Search Premier, and Proquest's Career and Technical Education, plus access to other Kentucky public and academic library catalogs.
- **Educational Resources Information Center (ERIC) Thesaurus** provides a subject list for

use with the ERIC education information network (available through KYVL).

- **PubMed/MEDLINE** provides access to 12 million citations, including MEDLINE, the bibliographic database covering the fields of medicine, nursing, dentistry, veterinary medicine, the health care system, and the preclinical sciences.
- **GPO Access** provides access to federal government documents, including links to Congressional, executive, court and regulatory resources.
- **American FactFinder** provides access to statistical tables and maps from Census Bureau data.
- **Kentucky State Data Center** provides assistance in accessing and using Kentucky Census data for research, planning, administration, and decision making.

These databases, with the exception of KYVL, are licensed exclusively by the State Library for state employees to use from their office desktop or other remote workstations.

For links, passwords, and information on accessing these resources contact the State Library Reference Desk at (502) 564-8300, ext. 342 or toll free (800) 928-7000, ext. 342. If you prefer, you may use the “Ask a Librarian” e-mail service at <http://www.kdla.net/statelib/Asklib.htm>.

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GSC introduces Learning Coach workshop

Submitted by Allen Bryan, Governmental Services Center (GSC)

Individuals are life-long learners; this maxim is a guiding principal at the Governmental Services Center. Whether taking workshops at GSC, participating in educational programs, attending conferences to enhance professional performance, or learning skills first hand in the workplace, we are all in a state of continuous learning.

In many situations, individuals can also be highly effective in teaching others skills and knowledge gained through hard work and experience. In keeping with this idea of individuals as teachers, GSC has developed a new workshop called "Becoming a Learning Coach."

As larger numbers of state employees retire, and as new personnel are hired, we have seen how vital it is to transfer knowledge from experienced employees to new ones. This is one area where the role of a learning coach is important. Additionally, at any given time in state agencies, there are experienced employees who have much knowledge and information to share.

Becoming a Learning Coach is a practical workshop that teaches employees how to work individuals to guide and coach them in learning new information, skills, processes, and other valuable knowledge.

Some areas covered in this new workshop are adult learning theory, understanding thinking styles and learning styles, and how to flex your style as a learning coach to best work with a learner. Principals of effective coaching, strategies for tracking the progress of the learner, and writing good learning objectives are also covered.

This workshop is appropriate for managers, state agency trainers, and experienced employees who have skills and information to share with co-workers. Becoming a Learning Coach has been piloted and will be available for employees to take soon.

For more information

Contact Stan Riley at sriley@mail.state.ky.us, or Paige Sexton at psexton@mail.state.ky.us, if you have any questions on this workshop. View the GSC workshop schedule at

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Adjunct Instructor Program off to good start; more trainers needed

Submitted by Allen Bryan, Governmental Services Center, GSC

Since making agencies aware of the new Adjunct Instructor Certification Program, Governmental Services Center (GSC) has identified three agencies to participate in the program's pilot: Department of Criminal Justice Training, Department of Agriculture and the Transportation Cabinet.

As of May, the following individuals have been certified as adjunct instructors: J.R. Brown, Betty Godsey, Patrick Miller, Jerry Huffman and Elyse Christian, all of Criminal Justice Training; Amanda Cloyd, Agriculture; and James Smith and Linda Pollock of the Transportation Cabinet.

They have been certified to be trainers in the following workshops: Dealing With Conflict, Interpersonal and Organizational Communications, and Personal Strategies for Dealing with Change.

The trainers report that they have received numerous positive comments about the courses. Participants say they have found it educational to be able to discuss the various issues with fellow employees, and like the convenience of having the classes at their work "home." They describe the classes as "quality products."

The next workshop offered by adjunct instructors in Criminal Justice Training will also be the first two-day workshop offered through the adjunct instructor program. The workshop, "Problems and Decisions," will be offered Sept. 3-4 in Richmond.

GSC is continuing to seek more participation from all state government agencies in the Adjunct Instructor Certification Program. For more information on the program, please contact Stan Riley at GSC, stan.riley@mail.state.ky.us, or 502-564-7455, ext. 237.

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Largest group in history to participate in CPM graduation Nov. 6

The annual graduation ceremonies for the Kentucky Certified Public Manager program will be held on Nov. 6 at the Frankfort Civic Center from 2 p.m. – 4 p.m.

This year's ceremony will recognize approximately 400 recipients of the Certificate of Management Fundamentals, the largest group in the history of the program. About 45 state employees will receive the Certified Public Manager certificate representing successful completion of the total program.

In a new class beginning July 1, 219 state employees were accepted into the Certificate of Management Fundamentals phase of the program, and 150 employees officially began the Certified Public Manager phase. There are now about 1,100 state employees enrolled in CMF and CPM.

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Minority Management Trainee Program honored

Designated a 2003 Southern Innovator in Leadership Development

Submitted by Selena Curry, Kentucky Transportation Cabinet

The Governor's Minority Management Trainee Program has been designated a 2003 Southern Innovator in Leadership Development. A certificate of merit recognizing the designation was presented to Anna Patterson at the Southern Leadership Summit, which was held June 1-3 in Biloxi, Mississippi.

Patterson is executive director of the Office of Minority Affairs, and has worked with the Governor's Minority Management Trainee Program since it began in 1995. She attended the summit as a representative of the Transportation Cabinet.

The Southern Leadership Summit Innovators are a collection of public, private, faith-based, academic and nonprofit programs that promote leadership development and civic engagement in the south.

Each year, the Southern Growth Policies Board recognizes innovative programs in the region that are implementing model approaches to improve the quality of life. The governors of the Southern Growth member states recommend the programs.

Kentucky's Minority Management Trainee Program is the only program of its kind in the nation that identifies, develops and trains experienced and qualified minority candidates to help meet the future management needs of state government.

Patterson has received much recognition for her outstanding work in civil rights programs. During the past two years alone, she had received the Martin Luther King Jr. Citizenship Award and the Sharlene Nail Meritorious Service Award.

For more information

For more information on the Governor's Minority Trainee Program, go to

<http://www.diversity.state.ky.us>.

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KSP Trooper Concaugh receives national award

Submitted by Les Williams, Kentucky State Police

Kentucky State Police Trooper Michael Concaugh received the Meritorious Achievement Award in a national law enforcement program, "Looking Beyond the License Plate." His observation of a license plate resulted in the capture of a husband and wife team, operators of a seven-state vehicle theft ring.

In selecting Trooper Concaugh for the Meritorious Achievement Award, the International Association of Chiefs of Police (IACP) Highway Safety Committee commended him on his diligent and deductive police work, which led to the apprehension of the criminals and the solution of many previously unlinked vehicle thefts.

In January of last year, Trooper Concaugh was called to investigate a vehicle theft from the parking lot of a business in rural Warren County. When he arrived, he noted several vehicles in the parking lot, including a vehicle with a West Virginia license plate. Since it was the only vehicle with an out-of-state license plate, he was curious why it was there. He later stated he rarely sees West Virginia license plates except on Interstate 65.

Trooper Concaugh ran a check on the tag and the vehicle, and both were stolen. He determined the car with the West Virginia license plate had been abandoned as the thieves stole another vehicle from the business parking lot. He subsequently conducted a thorough investigation and discovered the seven-state car theft ring was operated by a man and his wife - now both in prison - who had escaped notice by national authorities, since the thefts were handled as singular incidents by local authorities.

As a result of Trooper Concaugh's police work, the male leader of the ring was apprehended in Pennsylvania, while driving a stolen vehicle, and was extradited to Kentucky as a parole violator. Trooper Concaugh's investigation continued into the spring and he obtained a tape-recorded confession from the female suspect, ensuring a successful conclusion of the case and convictions of the felons.

The national "Looking Beyond the License Plate" award program is designed to recognize law enforcement officers whose alertness and keen observation leads to the arrest of a suspect or the solution of a crime. An estimated 70 percent of all serious crimes involve a motor vehicle, and law enforcement agencies nationwide acknowledge front and rear license plates are critical, cost-effective crime-fighting tools used to identify and track offenders. The International Association of Chiefs of Police (IACP) estimates more than a third of criminal arrests result from traffic stops.

In announcing the Meritorious Achievement award winner in the national program, IACP Highway Safety Committee Chairman Earl M. Sweeney noted, "License plates are the surest and quickest way for law enforcement officers and citizens to identify a vehicle. We also know license plates play an important role in police work and in national security.

"While the 'Looking Beyond The License Plate' program substantiates and documents the importance of license plates as law enforcement tools, it also validates and promotes the dedication and initiative of officers whose daily efforts ensure the effectiveness of our nation's law enforcement system. The actions and keen observation by Kentucky State Police Trooper Concaugh are examples of how simple, careful law enforcement tools and intelligent tactics can safeguard every law abiding citizen."

Sweeney presented the award to Trooper Concaugh during a ceremony in Louisville on June 5.

"Looking Beyond the License Plate" is open to all law enforcement officers and is sponsored by the 3M Traffic Control Materials Division in cooperation with the IACP Highway Safety Committee. The 2002 campaign attracted 242 entries from throughout North America.

(NOTE: A photo of Trooper Concaugh is on the full page.)

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Smoot is KSP Trooper of the Year; 60 others also honored

Submitted by Les Williams, Kentucky State Police

Detective Dan J. Smoot was named the Kentucky State Police Trooper of the Year for 2002 during an awards ceremony in Lexington on May 14. The ceremony also recognized 45 other troopers, 14 private citizens and one local law enforcement officer for acts of meritorious service and achievement, valor, bravery, life-saving acts, professionalism and dedication to duty.

“These individuals have distinguished themselves by actions that significantly contributed to the success of major Kentucky State Police endeavors,” said KSP Commissioner Patrick N. Simpson. “It’s a great pleasure to be able to honor their efforts through public recognition in this manner. On behalf of the agency, I express sincere gratitude to all for a job well done.”

Det. Smoot is assigned to Post 13 in Hazard, where the 20-year veteran of KSP has served since 1983. A resident of Jackson, he is a graduate of Beechwood High School in Fort Mitchell.

During the first half of 2002, Det. Smoot was assigned to the Selective Traffic Enforcement Program and averaged 87 citations per month while answering numerous complaints, investigating traffic crashes and performing a variety of other patrol duties. During the second six months of 2002, he was reassigned to drug investigations, where he handled 137 criminal investigations, averaging 23 cases per month. His efforts resulted in 97 criminal arrests, and generated forfeitures of more than one million dollars through federal and state cooperative investigations.

“Det. Smoot has made a monumental impact on the drug trafficking problem in his region,” Commissioner Simpson said. “His dedication, knowledge and leadership in drug investigations is unsurpassed within this department. His investigations have resulted in arrests and convictions which have lead to long state and federal prison sentences for mid and high-level drug dealers.

“Combined with his active participation in school and community events in his post area, Det. Smoot, through actions and example, is a symbol of what a Kentucky State Trooper should be and displays all of the characteristics to which all Kentucky State Troopers should strive,”

Commissioner Simpson added.

(NOTE: A photo of Det. Smoot is on the full page.)

Citations for Bravery for Walker and Bell

Sgt. Eric Walker and Trooper George Bell of KSP Post 1 in Mayfield received Citations for Bravery, an honor bestowed on officers of the agency who perform acts of bravery, without regard for personal risk, of clear and obvious peril and clearly above and beyond the call or risk of ordinary duty.

Trooper's Medals

Trooper's Medals, awarded to troopers who perform life-saving acts, were presented to: Troopers Darren Allen, Dustin Hon, Scott McIntosh, and Eric Taylor, all of the Richmond Post; Trooper Kenneth Russell, Frankfort Post; Trooper Lonnie Kavanaugh, Madisonville Post; Trooper Bradley Cure, Special Operations; Troopers Oman Sandlin and Craig Stalker, both of the Pikeville Post; Trooper Terry Alexander, Bowling Green Post; Trooper David Gibbs, Columbia Post; Trooper Scott Doyle, Henderson Post; and Detective William Fleischer, West Drug Enforcement.

Citation for Meritorious Service

The KSP Citation for Meritorious Service was presented to the following four officers who distinguished themselves by an act of meritorious service of such exceptional character that it contributed to the success of a major KSP command or endeavor: Trooper William Manzanares, Madisonville Post; Trooper Chad Mills, Dry Ridge Post; Trooper Curtis Tinker Jr., Frankfort Post; and Lt. Beth Wright, KSP Human Resources.

Citation for Meritorious Service with "V" Device for Valor

Four other officers received the Citation for Meritorious Service with "V" Device for Valor for distinguishing themselves by an act of courage performed under more than ordinary circumstances: Trooper Mike Ashley, Richmond Post; Troopers Robert C. Knifley and Jason Simpson, Columbia Post; and Trooper Jeremy Slinker, Special Response Team

The Guthrie Crowe Award/Promotions

The Guthrie Crowe Award, named after the first commissioner of the Kentucky State Police and bestowed on officers who sustain a severe wound or injury in the performance of duty, was presented to Trooper Craig Stalker (See the April issue of [Commonwealth Communiqué](http://communiqué.ky.gov/april/kspstalker.htm) at <http://communiqué.ky.gov/april/kspstalker.htm>.) of the KSP Pikeville Post and Trooper Jason Cross of KSP Human Resources, who sustained injuries while assigned to the KSP Bowling Green Post.

Commissioner Simpson also recognized the recent promotions of Lt. Kevin B. Nally of the Harlan Post and Sgt. Charles C. Thompson of the Elizabethtown Post.

Commissioner's Award

The Commissioner's Award, presented to civilians who perform a life-saving act or a meritorious achievement that contributes to the success of a major KSP endeavor, was presented to: Frannie Beth Hibbs, Henderson Post; Linda Stone, West Point, Ky.; and Darin Moore and Beth Coleman, both of KSP Strategic Planning.

Citation for Meritorious Achievement

The agency's highest civilian award, the Citation for Meritorious Achievement, which is bestowed on individuals who perform an extraordinary act of service or heroism in direct support of an officer engaged in the official performance of duty, was presented to: Kenneth Fletcher, Regina; David Hoff, Burnside; Chris Johnson, Jenkins; Kevin Steelmon and Tom Schoenstra of Richmond; Jerry Gibson, Loyall; Greeley Hurley, Stopover; Bruce Justice, Plainfield, Ind.; Kevin Wessling and Bobby Wolfe of Winchester; and Deputy Bill Mills, Henderson County Sheriff's Department.

The KSP awards ceremony is held annually during National Police Officer's Memorial Week. It is immediately followed by a memorial service at the Kentucky State Police Professional Association's Fallen Trooper Memorial located at KSP headquarters in Frankfort. The service honors the 23 state troopers killed in the line of duty during the 54 years since the inception of the KSP in 1948.

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Published July 30, 2003

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Roberts named ABC Investigator of the Year

Submitted by Randy Fawns, Public Protection and Regulation Cabinet

John (Ray) Roberts received the 2002 Investigator of the Year Award from the Enforcement Division of the Department of Alcoholic Beverage Control, an agency of the Public Protection and Regulation Cabinet.

The award is given each year to the investigator who, in the judgment of his peers, has demonstrated outstanding effort and represented the Department in the most professional manner throughout the year. The selection is made by a committee of Investigators from nominees submitted by their fellow officers. The award was presented to Roberts in April.

Investigator Roberts, a native of Leslie County, is a graduate of Eastern Kentucky University. He has been with ABC for four years and works primarily in the Hazard area.

(NOTE: A photo of Roberts is on the full page.)

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Published July 30, 2003

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New K9 teams complete KSP training

Submitted by Les Williams, KSP

In response to the continuing increase of illegal drug use in the Commonwealth, the Kentucky State Police is bolstering its ranks with the addition of six, pure-bred German Shepherds trained in narcotics detection and tracking. The dogs and their handlers marked the completion of their initial three-month training period at a graduation ceremony on June 19.

In order to be more accessible to troopers in the field, the new canine teams will be dispersed to various KSP posts throughout the state.

The new dogs will join five others already working as part of the Kentucky State Police Special Operations Section under the command of Sgt. Dale Richardson. The new K9 teams include Trooper Todd Combs and Rex (Bowling Green), Trooper Bo Cure and Gero (Pikeville), Trooper Todd Maggard and Cinto (Frankfort), Trooper Richie Miller and Balko (Harlan), Trooper Shawn Podunavac and Roky (Ashland) and Trooper Kenny Yarber and Waldo (Morehead).

“The unit is primarily a support function and provides assistance to troopers in the field as well as other law enforcement agencies,” says Richardson. “Its duties include assisting with building and vehicle searches for drugs on search warrants and traffic stops, helping to locate missing or lost people or escapees, searching for buried bodies and evidence and detection of explosive devices in response to bomb threats and preventive bomb sweeps for large social gatherings.”

According to Trooper Tony Perkins, a certified canine trainer/instructor who has been with KSP’s program since 1987, the dogs can be helpful in many ways. “Dogs are very effective when it comes to manpower hours,” he explains. “For example, they can search school lockers in a matter of minutes. It could take a person hours to complete the same search and it wouldn’t be as effective.”

Trooper Richie Miller of the KSP Harlan post is eager to put his dog Balko to work. “Oxycontin is a priority on our area,” he says. “We’re going to be able to take a lot more drugs off the street.”

(NOTE: A photo of the new teams is on the full page.)

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CFC launches elder abuse awareness campaign online

Submitted by Lisa Wallace; information also provided by Mike Jennings and CFC staff reports

In an effort to raise awareness of the crime of elder abuse, the Cabinet for Families and Children has launched a Web site (http://cfc.ky.gov/elder_abuse/index.asp) featuring audio and visual materials for download, as well as facts and data.

The Web site is the first outreach component of an expansive campaign to educate and inform the public about all aspects of elder abuse. The campaign was born out of recommendations from the state's Adult Protective Services Advisory Council. The council is a broadly representative group of 26 people who meet semi-monthly and advise the Cabinet on matters of policy and program development to serve vulnerable adults.

Tim Jackson, CFC deputy secretary and chairman of the council, said the public awareness campaign Web site is a first step toward restoring dignity and respect to the senior years.

Elderly not valued; abuse not reported

"One of the things (council members) have observed in our work is a cultural devaluing of elders," Jackson said. "We live in a youth-oriented culture (in the U.S.) that's unlike other cultures that value elders as intellectual and vital resources."

Each year, 472,000 elderly people are abused in the United States. Often the abuse occurs within families and goes undetected behind closed doors. Reluctance to "get involved" is one reason elder abuse is not often reported when it's suspected. Still, as a matter of law and simple decency, elder abuse is everyone's business and can only be prevented or stopped if everyone gets involved.

View data; print brochures, posters

CFC's elder abuse awareness site contains information about the incidence and types of elder abuse and ways to prevent, detect and report it. It also includes descriptions of the signs of abuse, neglect, and financial exploitation; abuse statistics; news releases and case histories. Posters and publications are available for download or may be printed from the awareness campaign site. The

materials may be used in similar campaigns by other groups or individuals.

Education begins in kindergarten

The site even features a printable coloring book at http://cfc.ky.gov/elder_abuse/publications.asp. The book is intended to share the message with children that older people are special and deserve our respect and care. According to Jackson, a cultural change to raise the regard and status of elders in our society has to start with the young.

"A coloring book for children seems like a small, almost insignificant way to effect cultural change," Jackson said. "But it's important to provide an opportunity for the youngest and oldest citizens to engage in a way they might not otherwise."

Budgetary constraints made it necessary to scale back plans to print enough copies of the coloring book to provide one to every K-3 public school student in the state. Alternative funding sources for this and related campaign projects are being sought.

Other materials, including videos, will be added to the site as they are completed. A video titled "Unheard Cries" is in its final stage of production and will be made available free of charge in limited quantities to individuals or groups.

20 ways you can help prevent abuse

A brochure companion piece to the video is currently available only by download from the Web site at http://cfc.ky.gov/elder_abuse/publications.asp. The brochure lists "20 ways YOU can help prevent elder abuse." Efforts are under way to identify funding sources to allow the Cabinet to print and distribute the brochure with the video.

In addition to the Web site and informational materials, the Cabinet's elder abuse campaign will eventually include a training component for bank employees and service providers, such as letter carriers and utility workers. Such training will be designed to teach people whose jobs bring them in contact with older Kentuckians to recognize the signs of neglect, abuse and exploitation of the elderly.

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August is Kentucky Breastfeeding Awareness Month

Cabinet for Health Services nutrition program part of media campaign

The month of August is Breastfeeding Awareness Month in Kentucky, and the Cabinet for Health Services is taking the opportunity to call attention to this important topic.

Special focus will occur during the World Breastfeeding Week, August 1-7. This year's theme is "Breastfeeding: In a Globalized World for Peace and Justice." The theme will focus on ways to think globally about breastfeeding, but act within your community to protect, support and promote breastfeeding.

Many activities are planned throughout the state celebrating breastfeeding, including the Rock and Relax Booth at the Kentucky State Fair. Walks and other special promotions and displays will be set up in communities around the state to promote breastfeeding.

The Kentucky Women, Infants and Children (WIC) Program, a food and nutrition program, was one of nine programs in the states and Indian Territories to receive a federally funded grant in 2002 from the United States Department of Agriculture, Food and Nutrition Service (USDA/FNS) to promote Breastfeeding in Eastern Kentucky. The project, "Using Loving Support to Build a Breastfeeding Friendly Community," kicked off with training in Eastern Kentucky in December.

The "Loving Support" Project is moving forward and training will be provided statewide by this fall. The grant will focus on providing breastfeeding education to public health staff, health professionals, encouraging development of breastfeeding coalitions, and providing education to employers on the benefit of employees who breastfeed.

Kentucky's WIC Program, which is administered by the Cabinet for Health Services, will be part of a national ad campaign with the U.S. Department of Health and Human Services, Office for Women's Health, and will launch a three-year media campaign in the fall. The media campaign will be based on the goals, objectives, and recommendations of the Health and Human Services Blueprint for Action on Breastfeeding, and will primarily target first time parents who would not

normally breastfeed.

The campaign will be marketed through a variety of channels and strategies such as TV and radio public service announcements, bus stop posters, billboards, educational pamphlets, Web sites, and articles in community newspapers, and parenting and women's magazines.

When a mother makes the decision to breastfeed she is offering her child the best food that meets all of the child's needs for the first six months of life. The national Healthy People 2010 goals - a set of health measures - are to have 75 percent of women breastfeeding when their child is born, 50 percent still breastfeeding when the child is 6-months-old, and 25 percent still breastfeeding at the child's first birthday.

Currently, Kentucky WIC Program data indicates that 27.6 percent of WIC mothers begin breastfeeding at their child's birth.

Breastfeeding is a public health issue. Research shows that breastfeeding enhances the effectiveness of immunizations, lowers the risk of allergies, reduces infection, reduces the risk of SIDS (Sudden Infant Death Syndrome), and reduces hospitalization and overall health care costs. Breastfeeding also reduces the risk of breast and ovarian cancer for the mother, and reduces the risk of an infant becoming obese later in life - therefore reducing the risk of chronic diseases. In addition, breastfeeding increases infant IQ and provides comfort and bonding.

Breastfeeding is a gift that mothers give their babies that will last a lifetime.

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Published July 30, 2003

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First Summit on the Economic Status of Kentucky's Women held June 20-21

Nearly 300 Kentuckians from 39 counties gathered in Frankfort to participate in the first Summit on the Economic Status of Kentucky's Women. The summit, which was held June 20-21, was a project of the Kentucky Commission on Women (KCW).

"A New Vision for Kentucky," the final report of the Governor's Task Force on the Economic Status of Kentucky's Women, was officially released at the first session of the Summit. The report focuses on recommendations to improve the lives of Kentucky women in five areas: economic sufficiency, education, equity, leadership, and well-being. A separate report on state government employees was also released.

"This report will serve as a guide when, in the future, we assess the status of women in the Commonwealth," said KCW Executive Director Betsy Nowland-Curry. "When implemented, the Task Force recommendations will improve the status of all Kentucky families."

The Task Force identified five areas in which Kentucky should make improvements: economic sufficiency, education, equity, leadership, and well-being.

The report details the Task Force recommendations to Kentucky business, government and civic leaders in each of these areas as they work in partnership with Kentucky women to improve the economic status of all Kentuckians.

The featured speakers for the first day of the Summit were Dr. Heidi Hartmann, CEO of the Institute for Women's Policy Research in Washington, DC, and Eleanor Jordan, ombudsman for the Cabinet for Families and Children. Dr. Hartmann's presentation focused on the status of Kentucky women within a national perspective, and Ms. Jordan discussed the realities of life for Kentucky women. Task Force Co-Chair and First Lady Judi Patton also addressed the Summit, commending the work of the Task Force and its committee volunteers.

Martha Layne Collins, former governor and co-chair of the Task force, delivered the luncheon

keynote address.

For more information

The Task Force report is online at www.women.ky.gov/tfreport.pdf, and the state government report is online at www.women.ky.gov/StGov.pdf.

(NOTE: A photo of Martha Layne Collins, former governor and summit speaker, is on the full page.)

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Published July 30, 2003

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New state golf courses open in July

By Jim Carroll, Tourism Cabinet

State employees who enjoy golf now have more choices as four Kentucky state parks opened new 18-hole courses in July, Tourism Secretary Ann Latta announced.

During July, Gov. Paul Patton presided over grand opening ceremonies at Grayson Lake State Park near Grayson, Mineral Mound State Park near Eddyville, Pennyryle Forest State Resort Park near Dawson Springs, and Dale Hollow Lake State Resort Park near Burkesville.

“We are delighted to open these four courses just as the peak golfing season gets under way,” Secretary Latta said. “As a golfer myself, I can state without hesitation that these courses are going to offer outstanding play suitable for a wide variety of skill levels.”

Toll-free numbers have been established for the four courses. The phone numbers are: Grayson Lake, 1-866-905-7888; Mineral Mound, 1-866-904-7888; Pennyryle Forest, 1-866-427-7888, and Dale Hollow Lake, 1-866-903-7888. (The last four digits of each number spell “PUTT”.)

Greens fees for Grayson Lake and Dale Hollow Lake are \$25 weekdays and \$30 weekends, with cart fees amounting to \$11 per player. At Mineral Mound and Pennyryle Forest, the rates are \$20 weekdays/\$25 weekends, with the same \$11 cart fees.

This fall, an 18-hole course will open at Yatesville Lake State Park near Louisa. Also under construction is a nine-hole course at Kincaid Lake State Park in northern Kentucky.

(NOTE: A photo of the new Dale Hollow Lake course is on the full page.)

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Horse Park celebrates 25 years

"All the Queens Horses" exhibit, Pub Night, children's activities

By Amity Brannock, Kentucky Horse Park

When the Kentucky Horse Park opened in September 1978 with the World Three-Day Championships, few would have dreamed that 25 years later the park would be not only an ambassador for the equine industry but also a leader in Kentucky tourism.

Throughout 2003, the Kentucky Horse Park has been celebrating its history and its role in both industries, paying tribute to the citizens of the Commonwealth of Kentucky who have shown their support for the park, its staff and its programs for 25 years.

"All the Queen's Horses" continues

The crowning event of the park's 25th anniversary celebration has been and continues to be the world-exclusive exhibition entitled All the Queen's Horses: The Role of the Horse in British History. Open daily through August 24th, All the Queen's Horses is the most spectacular and comprehensive exhibition ever to explore the role of the horse in the British Isles for more than 12,000 years. This remarkable story is represented by more than 500 outstanding artifacts and paintings assembled from approximately 70 of the finest museums and private collections in England, Scotland, Wales and Northern Ireland.

Kid's Weekend Aug. 2-3

As the summer continues, the park has more special events in store for visitors. August 2-3, the Kentucky Horse Park will present Kid's Weekend. The weekend features activities, games and entertainment for the entire family. New to this year's event is the first ever Kids and Their Amazing Pets Contest that will be held Saturday, August 2. The weekend also features a Kid's Talent Contest that will be held on Sunday, August 3.

Pub Night, Sgt. Pepper and more

On August 21, the park will present the last in the series of "Pub Nights." These special nights create a special opportunity for those visitors who are unable to come out to see All the Queen's Horses during the day to come out in the evening. A special rate of \$8.00 is offered that includes admission into the exhibition gallery and into the Fox and Hound Pub. Food and drink is extra. The

special entertainment for pub night will be The Burns Trio featuring British, Scottish and Irish music.

Retired Quarter Horse Sgt. Pepper Feature returns as one of the featured horses presented at the Hall of Champions this year, and will be honored on September 13 with a special day of his own as he enjoys his 25th year along with the park's 25th anniversary. "Pepper," the greatest racing Quarter Horse at the time of his retirement in 1986, resides at the Hall of Champions with other elite horses including Thoroughbreds Cigar and John Henry; Standardbreds Staying Together and Western Dreamer; and, Saddlebred show horse CH Gypsy Supreme.

Finally, one of the all-time favorite features of the Kentucky Horse Park, the movie "Thou Shalt Fly Without Wings," has been digitally re-mastered in honor of the park's 25th anniversary, and is now shown daily in its new format in the Visitor Information Center. Filmed all around the U.S., this film received an Academy Award nomination in 1978.

For more information

For more information on the park's 25th Anniversary celebration, contact the Kentucky Horse Park at (859) 233-4303 or visit www.kyhorsepark.com.

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Published July 30, 2003

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Are you ready for the Kentucky State Fair?

Submitted by Jeanie Dittmeier, Kentucky Fair and Exposition Center

It's that time of year again when the thought of corndogs, cotton candy and midway rides all mean one thing – the Kentucky State Fair!

This year's Kentucky State Fair will be held August 14-24 and will be packed full of concerts, exhibits, rides, food and games for the entire family. It's a level of fun that you can only experience for eleven days a year, but the memories can last a lifetime.

Some of the biggest names in music will take the stage during this 2003 Kentucky State Fair, such as Alan Jackson, The Goo Goo Dolls with Sugar Ray, and Hank Williams, Jr., not to mention the oldies but goodies like Ashford and Simpson, and Tommy James and The Shondells. For a list of all free and paid concerts, as well as ticket prices, dates and locations, visit www.kystatefair.org.

Can't wait for the Kentucky State Fair?

You don't have to. Discount tickets are available online now at www.kystatefair.org or at Kroger stores in Kentucky and Southern Indiana. Roll into savings with 30 ride tickets for only \$14.00 and 1/3 off regular gate admission! Advance gate admission prices are \$5 for adults, \$2 for children, and \$2 for Seniors. Gate admission prices after August 13 will be \$7 for adults, \$3 for children, and \$3 for Seniors. Parking is \$4.

For more information

For more information about this year's Fair, visit www.kystatefair.org, or call (502) 367-5002.

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KDLA celebrates Dr. Clark's 100th birthday; 70 years of service

Submitted by Carrie Taylor, Kentucky Department of Libraries and Archives

The Kentucky Department of Libraries and Archives (KDLA) and the Friends of Kentucky Public Archives, Inc. celebrated the 100th birthday of Dr. Thomas Dionysius Clark on July 11.

The celebration honored not only the centenary of Dr. Clark's birth, but also his 70 years of involvement with archives in Kentucky, and his 40 years as a member of the State Archives and Records Commission. It also served as a fund raiser for the Thomas D. Clark Endowment Fund, which supports archival internships at KDLA.

Speakers at the event, in addition to Dr. Clark, included Sen. Wendell Ford, former governor of Kentucky, and Dr. William Ellis, professor emeritus of history at Eastern Kentucky University.

James A. Nelson, State Librarian and KDLA Commissioner, said, "Dr. Clark has probably had as much to do with what's good about Kentucky as any single individual in the state's long history. He has inspired and influenced untold numbers of individuals through his teaching, writing, mentoring and public advocacy. These individuals have each managed, in their own way, to make up the unique mosaic of the Clark Legacy."

The celebration was held in the lobby of KDLA's Clark-Cooper Building on Coffee Tree Road in Frankfort, where an exhibit, "A Celebration of Dr. Thomas D. Clark's Service to Kentucky," will remain on display through August.

Showcasing many highlights of Dr. Clark's distinguished career, the exhibit's focus is on his 70 years of interest in the Kentucky State Archives – from his advocacy for a state archival program in the 1930's to his work in securing a building for KDLA in the 1970's, and to his continuing activity today in archival and research issues.

For more information

For more information on Dr. Clark, Kentucky's Historian Laureate, visit the KDLA Web site at <http://www.kdla.net/Statelib/KYHistorianLaureate.htm>. You may view the exhibit Monday

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Kentucky Historical Society hosts gala to honor Dr. Thomas D. Clark

A celebration honoring the 100th birthday of Kentucky's historian laureate, Dr. Thomas D. Clark, was held on July 12 at the Keeneland Entertainment Center in Lexington.

Over 160 guests were entertained with an honorary film entitled, "Thomas D. Clark: The Man and His History," music by Courtney Allen, dinner, and Dr. Clark's favorite cake, Mississippi Fresh Coconut Cake.

The tribute to Dr. Clark was hosted by the Kentucky Historical Society and its Abraham Lincoln Society. The Abraham Lincoln Society recognizes and honors individuals, corporations, and foundations that have demonstrated a generous commitment to the KHS, Keeneland, and the Thomas D. Clark Foundation at the University Press of Kentucky.

With sponsorship from Meridian Communications, the event also received additional support from the Kentucky Department of Libraries and Archives and the Prichard Committee for Academic Excellence.

NOTE: Dr. Clark was also honored on July 11 at the State Library in Frankfort, where an exhibit is on display through August. See kdlaclark.htm.

For more information on Dr. Clark, visit the Kentucky Department of Libraries and Archives Web site at <http://www.kdla.net/Statelib/KYHistorianLaureate.htm>, and visit the KDLA exhibit Monday through Friday, 8 a.m. - 4:30 p.m.

(A photo of Dr. Clark speaking at the gala is on the full page.)

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2003 Kentucky Book Fair scheduled

Kentucky Department for Libraries and Archives is a co-sponsor

The 2003 Kentucky Book Fair is scheduled for Nov. 8 at Frankfort's Farnham Dudgeon Civic Center. This is the 22nd year for Kentucky's premier literary event.

Proceeds from the annual Book Fair provide grants to Kentucky's school libraries and public libraries. The grants are used to purchase books or for literacy programs.

The event, one of the largest of its kind in the nation, also provides a forum for authors and readers to meet. More than 150 authors attend each year.

Authors scheduled

Every attempt is made to invite writers of all genres, including current events, fiction, children's books, poetry, cookbooks, mysteries and other genres, says Connie Crowe, Kentucky Book Fair manager. A mix of national, regional and state authors is also a goal for the event.

Scheduling of authors is not yet complete for the 2003 event, but Crowe says she anticipates the attendance of James Archambeault, Wendell Berry, Silas House, Dr. Gene Burch and Russ Hatter, Annette Cable, Dr. Thomas Clark and Margaret Lane, David and Lalie Dick, Lynn Hightower, Marcia L. Jones, Bobbie Ann Mason, Joe Ashby Porter, and "a multitude of other wonderful and exciting authors."

Grants for 2003

The following grants were awarded in 2003 from the proceeds of the 2002 Kentucky Book Fair:

- Hickman County High School: \$1,000.00 to replace aging and damaged books, biographies, accelerated readers, and current affairs materials.
- Opportunities Unlimited: \$1,000.00 to build a collection of Kentucky and Appalachian culture books in this Floyd County alternative school.
- Lewis County Public Library: \$750.00 to purchase fiction and non-fiction books appealing to teens.
- Clinton County Public Library: \$750.00 for large print books.
- Mayfield High School: \$500.00 to expand the collection of bilingual books available to students in the English as a Second Language program.
- Edmonson County Public Library: \$500.00 for board and picture books.

- Bloomfield Middle School: \$500.00 to enrich the fiction collection for the 540 students at the Nelson County school.

Sponsors

The Kentucky Book Fair is sponsored by "The State Journal," Frankfort's daily newspaper, and co-sponsored by the Kentucky Department for Libraries and Archives and the University Press of Kentucky. The event also receives donations from businesses and organizations for operating expenses.

For more information

Visit the 2003 Kentucky Book Fair Web site at <http://www.kdla.net/kybookfair.htm> for more information.

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Published July 30, 2003

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Education Savings Plan offers new option, online enrollment

Submitted by Lori Powers, Higher Education Assistance Authority

The Kentucky Education Savings Plan Trust (KESPT) is now offering a guaranteed investment option and online enrollment at www.kysaves.com.

"These program enhancements will make it even easier for families to save for the higher education expenses of their children," said Dr. Joe L. McCormick, Executive Director of the Kentucky Higher Education Assistance Authority (KHEAA). "The guaranteed option is specifically designed for families who want to save for college expenses while protecting their principal and receiving a reasonable market return on their investment."

KESPT, an IRS 529 college savings plan, can help families save, in a planned way, for a child's higher education. The new guaranteed option will be added to the managed allocation and 100 percent equity options. Participants can invest in any of the options or a combination of the three.

A Trust account can be opened for a beneficiary of any age. The account owner determines the method, schedule, and amount of contributions. Earnings are exempt from both Kentucky and federal* income taxes on withdrawals used for qualified college expenses. Deposits can be as small as \$25 or \$15 if made through payroll deduction.

TIAA-CREF Tuition Financing, Inc., is the KESPT program manager. KESPT was created by the 1988 Kentucky General Assembly and is overseen by KHEAA, the state agency that administers grant, scholarship, work-study, and loan programs to help Kentucky students pay higher education expenses.

For more information

To enroll or for more information about KESPT, visit www.kysaves.com or call 1-877 KY TRUST (598-7878).

*The law allowing federal tax-free withdrawals is set to expire on December 31, 2010. Congress may or may not extend the law beyond this date.

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Vocational Rehabilitation receives safety award

The Department of Vocational Rehabilitation, an agency of the Workforce Development Cabinet, received the Kentucky Safety Program Award at the annual Governor's Safety and Health Conference in May.

The conference, sponsored by the Kentucky Safety and Health Network, provides an opportunity for state government to demonstrate its interest and commitment to safety in the workplace to the private sector. The Personnel Cabinet's Safety Program Award has been presented for 15 consecutive years to recognize significant reduction in the number of Worker's Compensation claims.

Vocational Rehabilitation registered a 79 percent reduction in incurred claims resulting from workplace accidents, leading state agencies in workplace accident/cost reduction during the past year. The agency's effective safety program is credited for the accomplishment.

The award was accepted by former Workforce Development Cabinet Secretary Allen Rose, who left state government in May to assume a position in post-secondary education.

NOTE: The full page includes a photo of the award presentation.

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Kentucky State Police accredited by national group

Submitted by Les Williams, Kentucky State Police

The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) has accredited the Kentucky State Police. The group based its recognition of KSP on measurement of the agency's performance in adhering to 443 "best practice" standards developed for law enforcement organizations throughout the country.

CALEA is a national organization, with membership representing approximately 80 percent of the law enforcement profession in the United States.

The purpose of CALEA's accreditation program is to improve delivery of law enforcement service by offering a body of standards, developed by law enforcement practitioners, which cover a wide range of up-to-date law enforcement topics. It recognizes professional achievements by offering an orderly and voluntary process for addressing and complying with applicable standards.

"This is more than just the mere pursuit of a certificate," says KSP Commissioner Patrick N. Simpson. "It represents the commitment of all Kentucky State Police employees to constantly improve the quality of service provided to the citizens of the commonwealth."

KSP began its quest for accreditation in March 2000 with an evaluation of the agency's programs, activities and operations in relation to CALEA standards. Simpson said this analysis led to a focus on strengthening such areas as responsibilities and relationships with other agencies; organization, management and administration; personnel administration; auxiliary and technical support and law enforcement operation and support.

As a final step in the process, KSP hosted three law enforcement professionals from outside Kentucky for a week-long, on-site review last December. These assessors visited KSP headquarters and selected posts and branches throughout the state, interviewing personnel and reviewing policies, procedures, documentations and proofs of compliance. Their evaluation was positive and they recommended that the agency be accredited.

The assessors noted in their report that KSP is “very forward thinking in taking advantage of advancing technology and keeping abreast of that technology.” They also noted that “the department is well trained and well equipped and “is constantly” looking for ways to improve service.

CALEA was established as an independent accrediting authority in 1979 by four major law enforcement membership associations: the International Association of Chiefs of Police; the National Organization of Black Law Enforcement Executives; the National Sheriff’s Association, and the Police Executive Research Forum.

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200 Fair Oaks, Frankfort, KY 40601, 502-564-3433

E-mail comments and suggestions to: MargaretA.Harney@mail.state.ky.us

Published July 30, 2003

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Human Rights Commission receives award from U.S. EEOC

By Victoria Dempsey, Kentucky Commission on Human Rights

The Kentucky Commission on Human Rights (KCHR) recently won a special award from the U.S. Equal Employment Opportunity Commission (EEOC) for a unique joint-effort civil rights outreach and discrimination prevention program.

Ms. Cari Dominguez, chair of the EEOC, presented the award to Beverly Watts, executive director of KCHR, at the EEOC Fair Employment Practices Agencies (FEPA) Annual Conference on May 15th at the Hyatt Regency Hotel in Chicago. KCHR is an official FEPA agency.

KCHR received The Innovative Joint Outreach in Governmental and Inter-District Proactive Prevention Strategies Award for the Tri-State Employment Best Practices Forum held in September at the University of Cincinnati in Cincinnati, Ohio. The forum was the first of its kind to be hosted on a multi-state and federal level. KCHR, the Indiana Civil Rights Commission, the Ohio Civil Rights Commission and the EEOC district offices of Cleveland, Ohio, and Indianapolis, Ind. hosted the tri-state forum. The Indianapolis and Ohio commissions also received EEOC awards for the initiative.

Over 100 corporate executives and human resource professionals from the three states participated in the forum. Employment experts talked about the rewards of having a diverse workplace, the workforce in a global economy, identifying workplace barriers and overcoming equal employment opportunity challenges. The forum provided best practice strategies to promote and achieve free competition in the workplace and, as a result, improve productivity and customer service.

The hosting agency heads outlined the legal requirements with regard to equal opportunity in the work place and talked about how employers can make sure they are in compliance with the law. Among executives who made presentations were Tim Solso, chief executive officer and chairman of the Board of Cummins Inc. in Columbus, Ind.; Michael Johnson, Human Resources Solutions manager of United Parcel Service in Atlanta, Ga.; and Suzanne Bradley, general manager of Inclusion Strategies of Cinergy in Cincinnati, Ohio.

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KYTC hosts forum for Disadvantaged Business Enterprises; prime contractors

Submitted by Selena Curry, Kentucky Transportation Cabinet

Sixty Disadvantaged Business Enterprises, prime contractors and consultants wrapped up a day and a half forum on July 3 in Frankfort. They met with several dozen staff members of the Kentucky Transportation Cabinet in an open dialogue session.

The purpose of the session, entitled “Let’s Talk,” was for all parties to better understand the challenges faced by each, then for a tailor-made program to be created to especially help minorities and women who wish to do business in the highway industry.

“Several actions were identified with input from all the participants,” according to Amos Hubbard, Deputy State Highway Engineer for Construction and Operations.

A summation of the Transportation Cabinet’s plan to implement these needed actions is available at www.kytc.state.ky.us. The plan, scheduled to be implemented by early August, will address specific concerns addressed at the forum. A “Let’s Talk” action team was formed to ensure the plan is implemented according to the group’s intention, with Linda Justice-Wagner leading the team.

Larry Bonine, was the facilitator for the forum session. A former official with The Arizona Department of Transportation, he is the founder of the Pinnacle Leadership Group, and a national leader on public/private partnerships.

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Appointments and other agency staff changes

Agriculture: Veterinarian hired for homeland security

Dr. Robert Stout, a Versailles veterinarian, started working with the Department of Agriculture on July 1 in a position funded by a homeland security grant from the United States Department of Agriculture. He will help distribute vital homeland security information to Kentucky farmers, businesses and consumers.

“He will expand on the work that Dr. Ed Hall, one of our field veterinarians, has been doing for the past year,” said Agriculture Commissioner Billy Ray Smith. “He will contribute immediately to strengthening the security of Kentucky’s food products and helping the state prepare for an agricultural emergency.”

Dr. Stout is a graduate of the University of Kentucky College of Agriculture and the veterinary school at Ohio State University. He has been an equine practitioner in Versailles since 1974. Earlier this year, he worked with the task force charged with eradicating Exotic Newcastle Disease in California, and he served on the disaster preparedness committee with the Kentucky Veterinary Medical Association.

Governor's Office of Agricultural Policy: Hack resigns; Royalty and Harper appointed

John-Mark Hack resigned from the Governor’s Office of Agricultural Policy, effective June 15, to join the private sector. In addition to being executive director of GOAP, Hack served as the CEO of the Kentucky Agricultural Development Fund, and as President of the Kentucky Tobacco Settlement Trust Corporation.

Gov. Paul Patton named Gene Royalty, a former secretary of the Economic Development Cabinet and director in the Department of Agriculture to take over as executive director of GOAP and as CEO of the Agricultural Development Fund. Jeff Harper was appointed to succeed Hack as President of the Tobacco Settlement Trust Corporation.

Workforce Development: Willie Lile appointed secretary; Rose goes to post-

secondary education

Gov. Paul Patton appointed Willie Lile secretary of the Cabinet for Workforce Development in May. Former Secretary Allen D. Rose left state government for a job in post-secondary education in Louisville.

Bringing to the job 24 years of management experience in state government, Lile served 19 months as executive director of the CWD Office of Quality and Human Resources before being named cabinet secretary. In this position, she worked alongside Rose as a major advisor and member of the cabinet leadership team.

Lile has in-depth experience in personnel, fiscal and facilities management in the Kentucky Labor Cabinet and Finance and Administration Cabinet. She served seven years as deputy commissioner of the Department of Workers Claims and four years as executive director of the department's Office of Administrative Services.

In 1982, Lile earned a master's degree in public affairs from Kentucky State University. She earned a bachelor's degree in 1978 from Eastern Kentucky University, where she had a double major in psychology and sociology and a double minor in education and political science.

NOTE: A photo of Willie Lile is on the full page.

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James E. Bickford Nature Preserve dedicated in Harlan County

On June 30, the Kentucky State Nature Preserves Commission (KSNPC) dedicated the 348-acre James E. Bickford State Nature Preserve on the grounds of the Pine Mountain Settlement School in Harlan County. The area, which is located on the north face of Pine Mountain, is named in honor of the former secretary of the Kentucky Natural Resources and Environmental Protection Cabinet, who died in October 2002.

"This preserve will speak of Jim's love for Harlan County, for Pine Mountain and of eastern Kentucky," said his widow, Shirley Bickford. "It will serve as a reminder to our children and grandchildren of the importance of protecting Kentucky's environment."

Mr. Bickford was born in West Virginia, but was raised in Harlan County. He was a retired brigadier general in the U.S. Army, and also served in the U.S. Department of Energy in Washington, D.C. He was appointed secretary of the Natural Resources and Environmental Protection Cabinet in December 1995.

Tollbooths closed; Parkway renamed

Just before midnight on May 31, the last toll was collected from all tollbooths along the Louie B. Nunn (Cumberland) and Daniel Boone Parkways.

In February, U. S. Congressman Harold "Hal" Rogers obtained \$13 million in federal funding to eliminate tollbooths on the Daniel Boone and Cumberland Parkways in southern and eastern Kentucky. At the time, the state owed \$26 million in bonds for four toll roads in the Commonwealth. The funding obtained by Congressman Rogers relieved a large portion of Kentucky's parkway burden.

In appreciation, the Daniel Boone Parkway was officially renamed the Hal Rogers Parkway in June.

\$240,000 saved in license plate delivery costs

Over three-million new license plates must be made this year in order to replace the current plates. Making the plates is a chore in itself, but there is also the task of delivering these plates to the 120 county clerk offices throughout Kentucky.

Thanks to the innovative thinking of the employees in the Transportation Cabinet's Motor Vehicle Licensing, the division is saving hundreds of thousands of dollars - about \$240,000 to be exact - by shipping the plates in-house, rather than using a parcel delivery company. Using cabinet trucks and personnel, the plates are delivered quickly and more cost effectively.

Look for new Web sites/URLs

If you have trouble finding your favorite state agency Web site, try looking for it with the new Web address ending in ".ky.gov." The new address is a standard being adopted by all state agencies. It will make state sites easier for visitors to find, and will better identify agencies as a government entity.

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